

279TH BASE SUPPORT BATTALION

COMMANDER'S POLICY

POLICY NUMBER: 01-09	DATE: 31 July 2003
SUBJECT: Sexual Harassment	
PROPOSER: EEO Office (469-8750)	DISTRIBUTION: A, B & C

PURPOSE: Provide command guidance on the prevention of sexual harassment.

SCOPE: Applies to all US civilian employees of the Bamberg German/American Military Community.

REFERENCES: AR 690-12, Equal Opportunity and Affirmative Action; Implementing Instructions for 29 CFR 1614 Regulations; AR 690-600, Equal Employment Opportunity Complaints

POLICY:

1. I am committed to the goal of maintaining an environment free of sexual harassment for all personnel in the 279th Base Support Battalion (BSB) Bamberg.
2. Sexual harassment is defined as unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual; (c) such conduct has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive working environment.
3. Sexual harassment will not be tolerated. Individuals who feel they are targets of sexually harassing behavior by supervisors, managers and co-workers should make it clear that such behavior is offensive and report it through appropriate supervisory channels. Complaints of sexual harassment are covered under Title VII and may be made through the existing equal employment opportunity complaint system.

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4. Supervisors and managers have a responsibility to be aware of the work environment they control, to clearly convey this policy, to hold themselves and employees accountable for instances of sexual harassment and to ensure that all employees attend mandatory training in the prevention of sexual harassment. The EEO Manager and EEO counselors are prepared to assist in resolving such matters and should be considered appropriate resource persons for assistance to management, as well as employees.

5. "Maximum Support -It Shall Be Done!"



DANIEL L. THOMAS
LTC, MI
Commanding